



## Code of Conduct

### **Our Expectations**

Kamps, Inc. and its affiliates ("Kamps") are committed to the highest standards of integrity and social responsibility, and expect everyone with whom Kamps conducts business to have, or to make, a similar commitment. Kamps will objectively evaluate and report internally its own, and its trade partners', performance in accordance to codes 1, 2, 3, 4, 5, 7, and 8. The following are those standards to which Kamps holds itself and others:

#### **1. Compliance with Laws and Regulations**

Comply with all applicable federal and state (states in which operations are located) laws and regulations, including all labor/wage laws and laws related to discrimination in hiring, employment practices, harassment and retaliation, and antitrust laws.

#### **2. Integrity and Ethical Practices**

Maintain honesty, integrity, and transparency in all business dealings, avoiding conflicts of interest to ensure fair competition at all times.

#### **3. Child Labor & Human Trafficking**

Not utilize or engage in slavery, forced labor, child labor (child being any person employed below the age of 15 or below the age for completing compulsory education) or human trafficking in any form.

#### **4. Environmental Responsibility**

Minimize environmental impact, comply with environmental laws, and promote sustainability wherever feasible.

#### **5. Confidentiality and Data Security**

Protect the confidentiality and security of non-public information of Kamps, its employees and customers.

#### **6. Quality and Customer Satisfaction**

Deliver products/services of high quality that meet agreed-upon standards, prioritizing customer satisfaction and addressing concerns promptly.

#### **7. Anti-corruption and Bribery**

Reject all forms of bribery, corruption, or unethical inducements, including avoiding giving or receiving gifts that could compromise integrity.

#### **8. Reporting Violations**

Promptly report to Kamps Legal Department ([michael.daray@kampspallets.com](mailto:michael.daray@kampspallets.com)) any legal violations or violations of this Code and promptly forward to Kamps, if permitted by law, any subpoenas, regulatory requests, media inquiries, or other third-party requests concerning Kamps. Kamps will not take adverse action against parties who, in good faith, reports a violation of this code. Kamps will review 100% of the violations being reported.

#### **9. Continuous Improvement**

Commit to continuous improvement in business practices, aligning with the values outlined in this Code.





Kamps selects business partners in part due to their commitment to uphold these principles and foster a mutually beneficial and ethical business environment. Any failure to abide by this Code may adversely impact the business relationship.

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